



Diversity Issues in the Navy

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Overview

NPRST

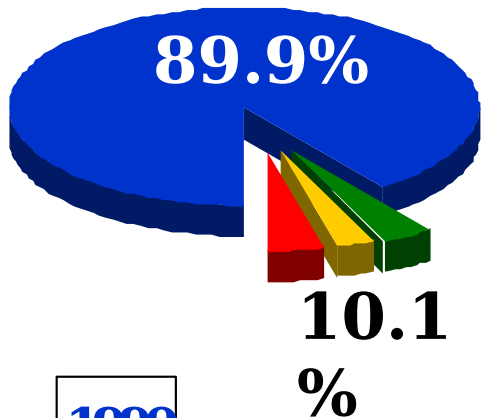
- ★ **Navy Diversity Demographics**
- ▢ **Current Navy Surveys Assessing Diversity Issues**
- ▢ **Navy Diversity Survey Results**
 - **Overall Climate**
 - **Training & Prevention**
 - **Equitable Treatment**
- ▢ **Summary**
- ▢ **Recommendations**
- ▢ **Questions**

Navy Racial Composition 1990-2000

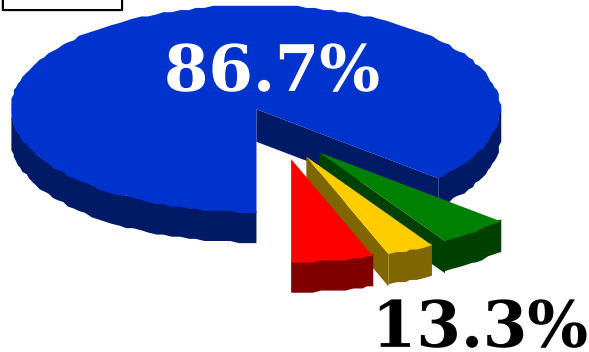
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OFFICERS

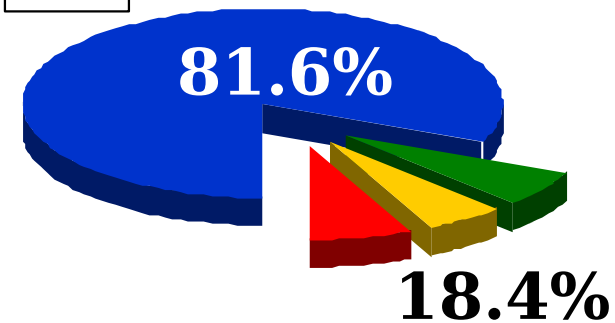
1990



1995

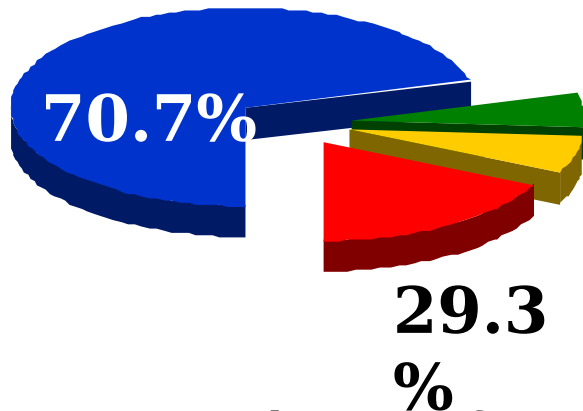


2000

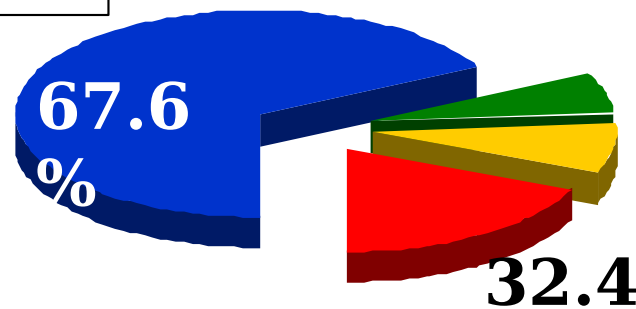


ENLISTED

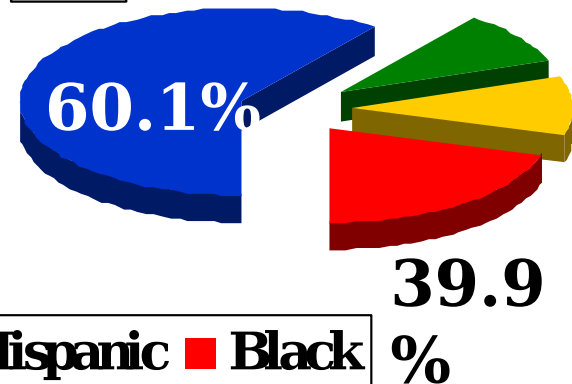
1990



1995



2000



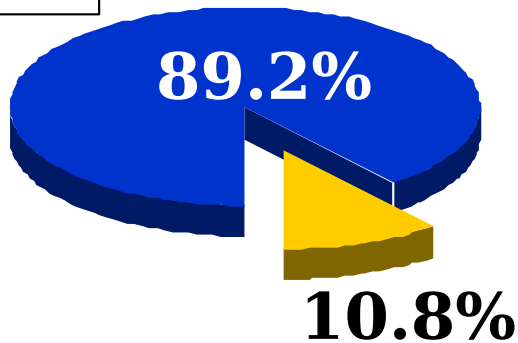
■ White
 ■ Asian/Other
 ■ Hispanic
 ■ Black

Navy Gender Composition 1990-2000

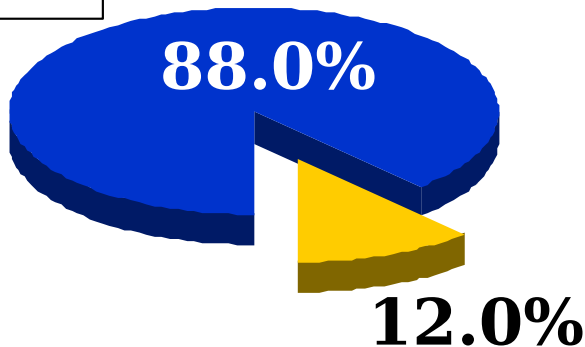
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OFFICERS

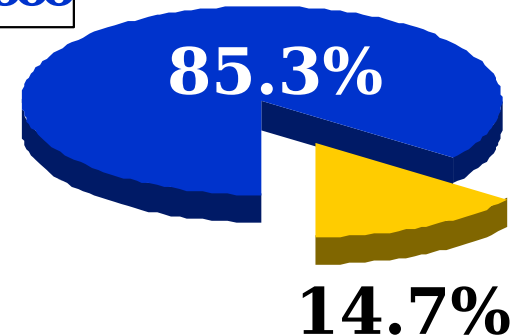
1990



1995

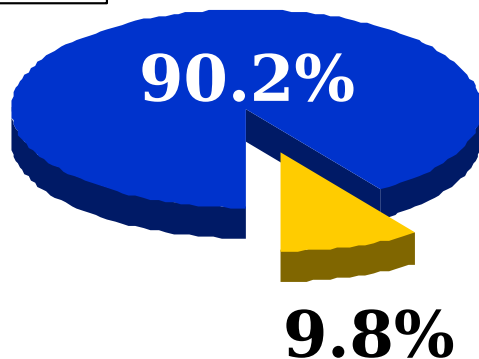


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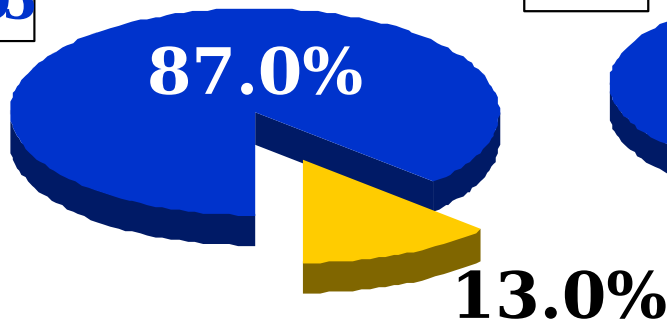


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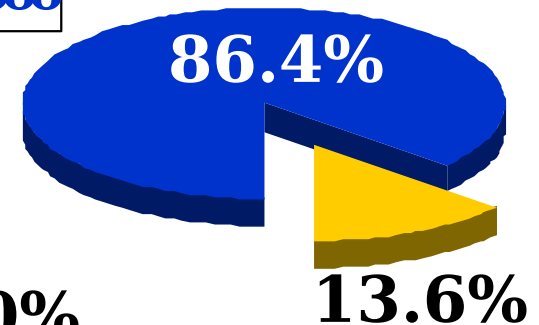
1990



1995



2000



■ Male ■ Female

Navy Diversity: Survey Data Sources

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- ★ **Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey - 1999**
- ▢ **Navy Personnel Survey (NPS) - 2000**
- ▢ **Navy Pregnancy & Parenthood Survey - 1999**
- ▢ **ARGUS - Data prior to September 11, 2001**

★ **Navy Diversity - Survey Results**

Navy Diversity: Overall Climate

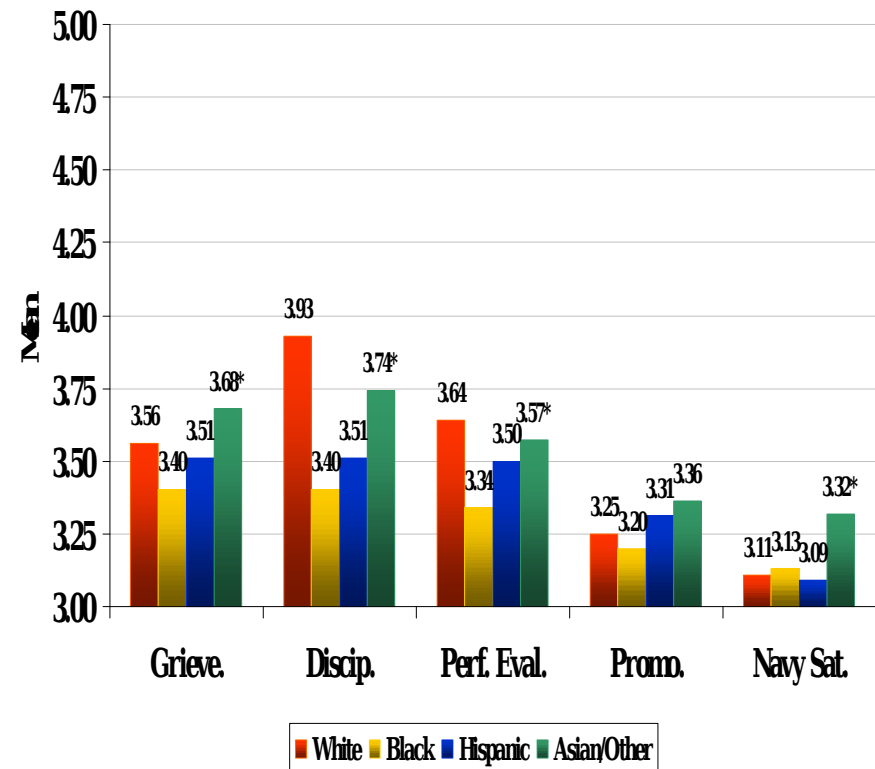
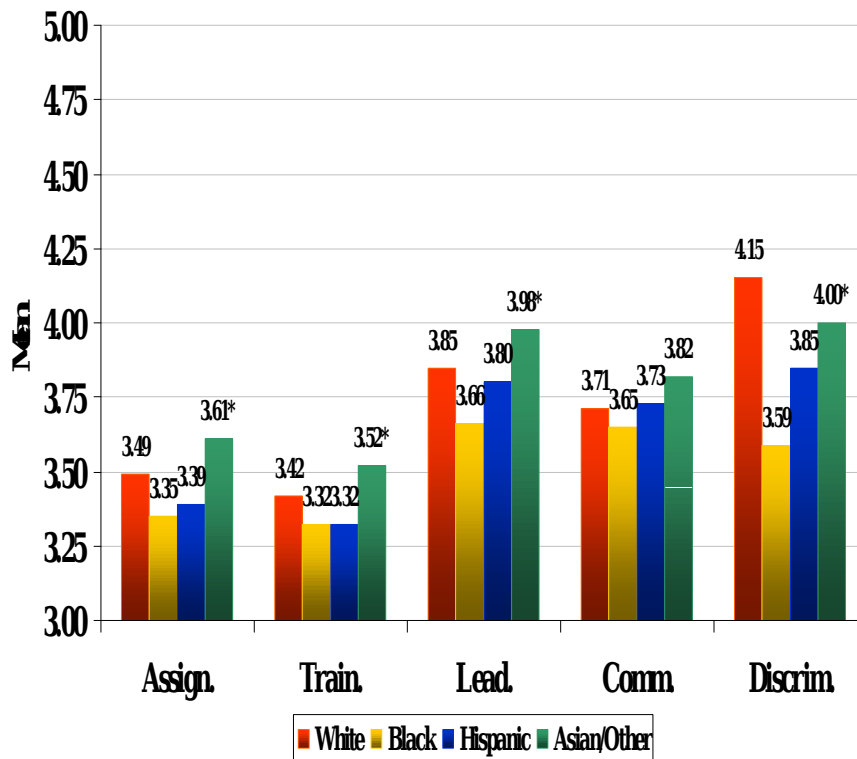
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- ▮ **Most Sailors have neutral to positive perceptions of EO in the Navy**
- ▮ **The majority of Officers and Enlisted cite race relations as a reason to “Stay Navy”**
- ▮ **Two-thirds or more of Officers and Enlisted believe command leadership is supportive of gender integration**

EO Module Means Enlisted by Racial/Ethnic Group

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Note: Data based on response scales that ranged from 1 = strongly disagree to 5 = strongly agree.

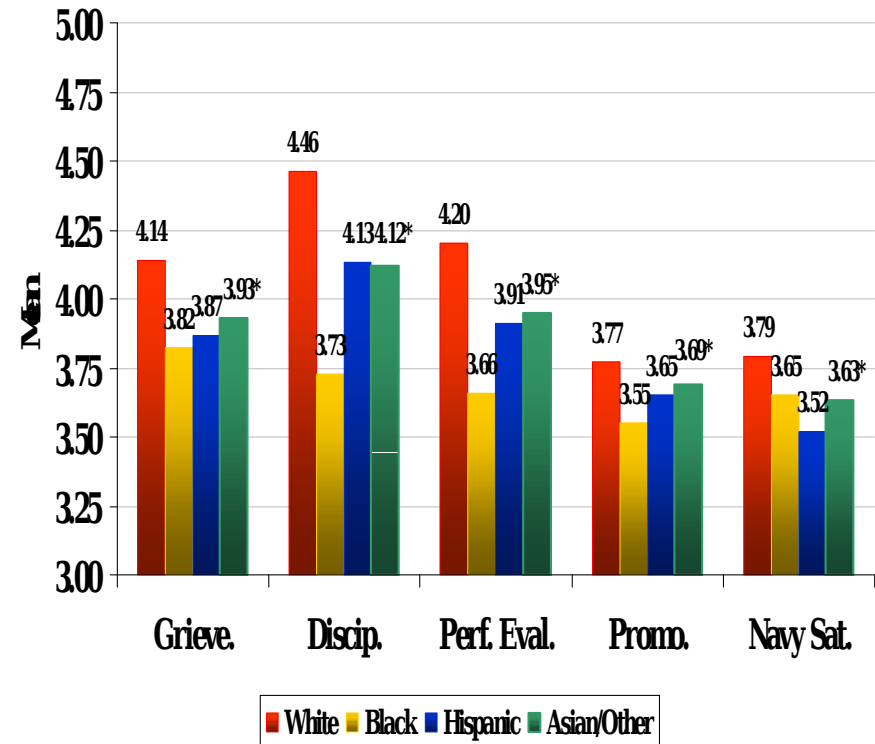
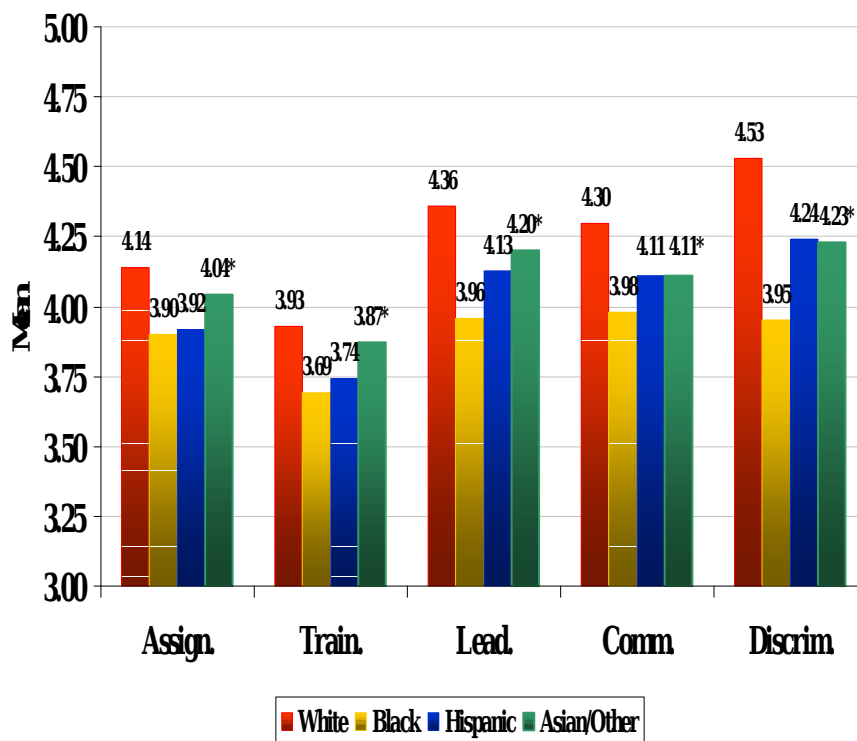
Only part of the scale is shown.

* Statistically significant race/ethnic difference ($p < .01$).

Source: 1999 NIOSH Survey

EO Module Means Officers by Racial/Ethnic Group

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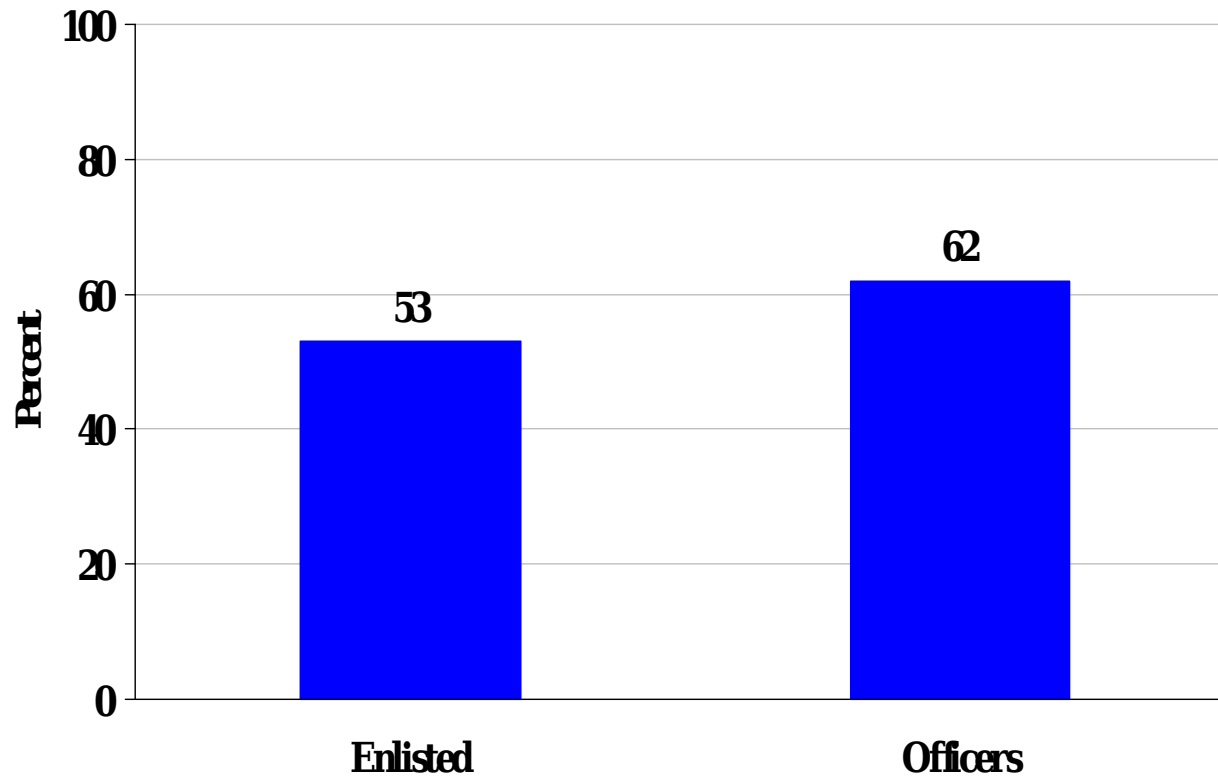
Note: Data based on response scales that ranged from 1 = strongly disagree to 5 = strongly agree. Only part of the scale is shown.

* Statistically significant race/ethnic difference ($p < .01$).

Source: 1999 NEOSH Survey

Percentage Reporting Relations Between Racial Groups is a Reason to Stay in the Navy - Officers and Enlisted

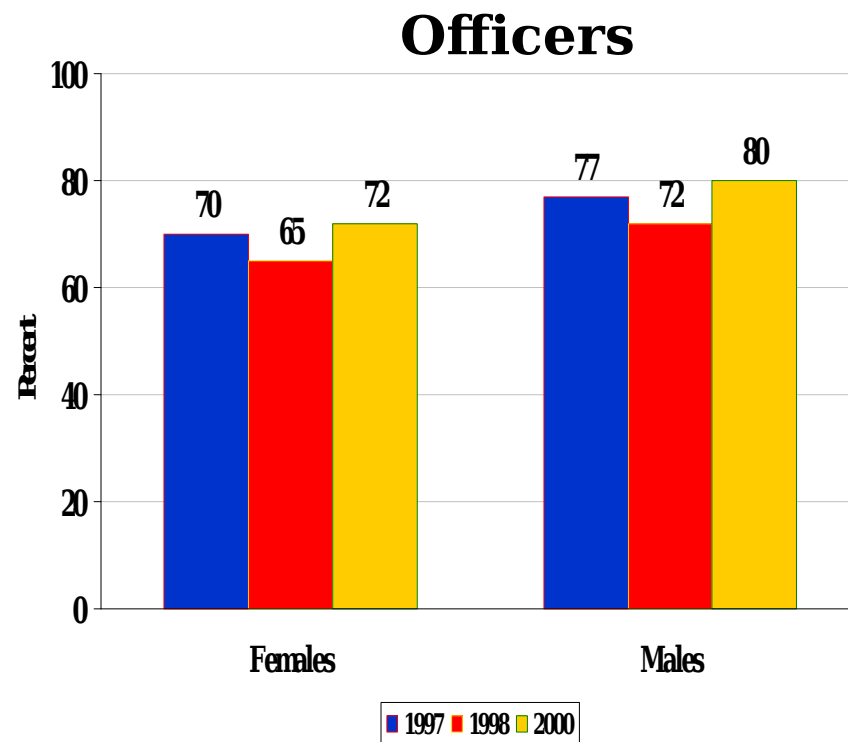
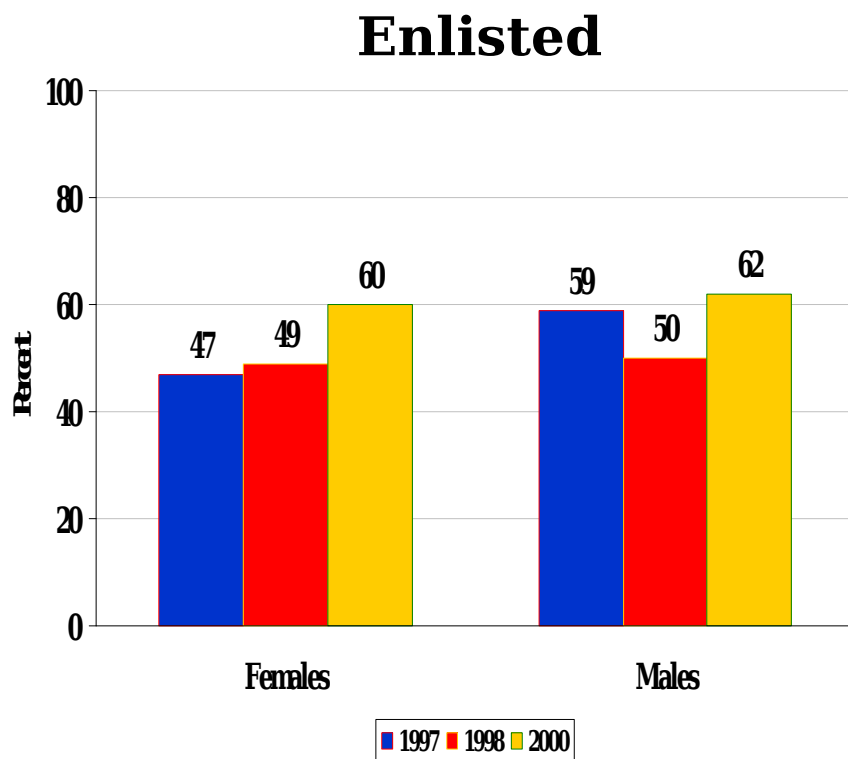
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Note: Source - ARGUS

Percentage Reporting Command Leadership is Supportive of Gender Integration - Officers and Enlisted by Gender

APRST



Note: Source: 2000 NPS Survey

Navy Diversity: Training & Prevention

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- ★ **While Enlisted attendance has remained constant, fewer Officers reported EO, SH, and NR&R training attendance in 1999 than in previous years**
- **More than two-thirds of all groups report that actions are being taken to prevent SH at their commands**

EO Training and Prevention - Enlisted



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Enlisted Percent "Yes"

	1991	1993	1995	1997	1999
Command has CMEO Program	51%	61%	70%	73%	78%*
Received EO Training at this Command	--	--	--	74%	74%
Attended NR&R Training at this Command	67%	83%	81%	78%	77%
Attended Fraternization Training at this Command	71%	86%	89%	90%	89%
Received Sexual Harassment Training at this Command	75%	95%	95%	92%	91%
Have Heard of Navy EO/SH Adviceline	--	--	--	--	52%

Note: * Statistically significant difference, 1997-1999 ($p < .01$).

Source: 1999 NEOSH Survey

EO Training and Prevention - Officers

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	Officers Percent "Yes"				
	1991	1993	1995	1997	1999
Command has CMEO Program	85%	77%	81%	86%	86%
Received EO Training at this Command	--	--	--	78%	71%*
Attended NR&R Training at this Command	57%	70%	72%	74%	61%*
Attended Fraternization Training at this Command	66%	79%	89%	84%	77%*
Received Sexual Harassment Training at this Command	73%	91%	93%	88%	79%*
Have Heard of Navy EO/SH Adviseline	--	--	--	--	56%

Note: * Statistically significant difference, 1997-1999 ($p < .01$).

Source: 1999 NEOSH Survey

Sexual Harassment Climate



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Female Officers Percent "Agree" or "Strongly Agree"

	1991	1993	1995	1997	1999
Actions are being taken in the Navy to prevent SH	88%	90%	91%	91%	90%
Actions are being taken at this command to prevent SH	68%	80%	84%	82%	74%*
The leadership at this command enforces Navy's SH policy	75%	86%	85%	86%	80%*
SH training is taken seriously at this command	57%	74%	72%	72%	68%
I know what words or actions are considered SH	92%	96%	98%	97%	97%
SH is a problem in the Navy	61%	63%	61%	40%	35%

Note: * Statistically significant difference, 1997-1999 ($p < .01$).

Source: 1999 NEOSH Survey

Sexual Harassment Climate



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Male Officers Percent "Agree" or "Strongly Agree"

	1991	1993	1995	1997	1999
Actions are being taken in the Navy to prevent SH	90%	92%	96%	93%	93%
Actions are being taken at this command to prevent SH	70%	85%	88%	84%	82%
The leadership at this command enforces Navy's SH policy	83%	90%	92%	89%	91%
SH training is taken seriously at this command	61%	81%	84%	79%	77%
I know what words or actions are considered SH	89%	93%	97%	95%	96%
SH is a problem in the Navy	36%	33%	40%	25%	21%*

Note: * Statistically significant difference, 1997-1999 ($p < .01$).

Source: 1999 NEOSH Survey

Navy Diversity: Equitable Treatment

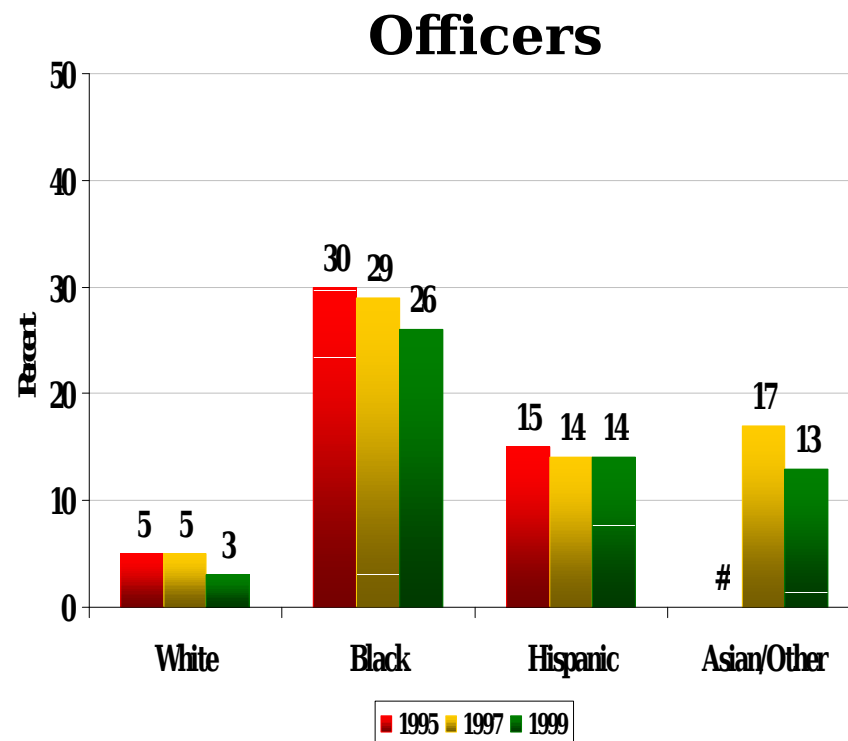
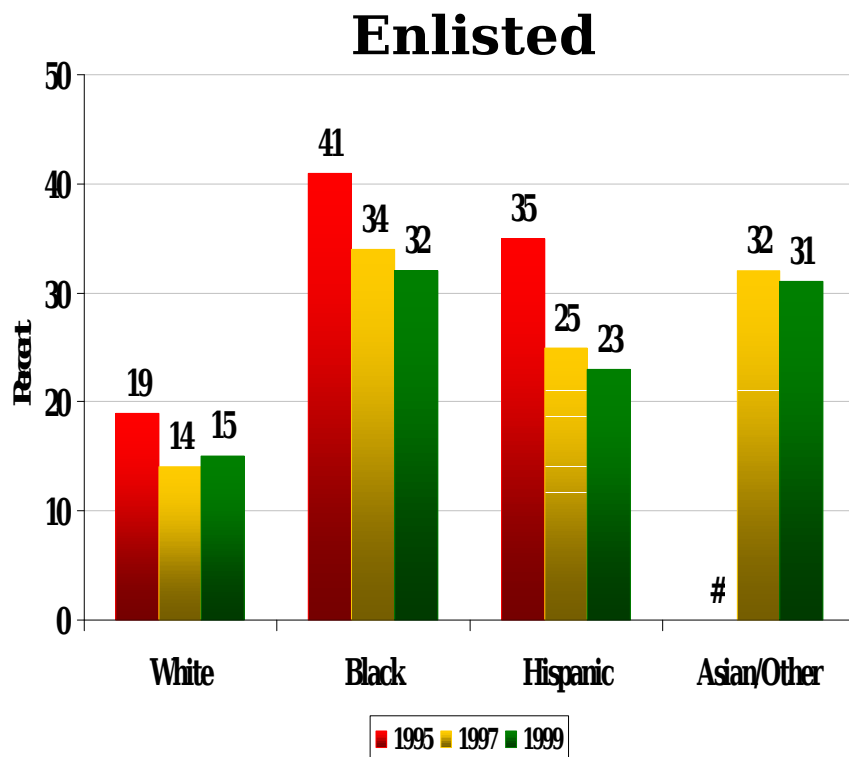
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- ★ **Rates of racial discrimination behaviors are higher among minorities**
 - **Milder forms of discrimination behaviors most common**
- ▢ **Close to one-third of Officer and Enlisted women report gender discrimination**
 - **Women more likely to report milder forms of gender discrimination**
- ▢ **Dramatic decline in SH for women since 1991**
- ▢ **Less than one quarter of women report negative treatment by co-workers/supervisors after announcing pregnancy/birth of baby**

Racial/Ethnic Discrimination Experienced During the Past 12 Months - Officers and Enlisted by Race

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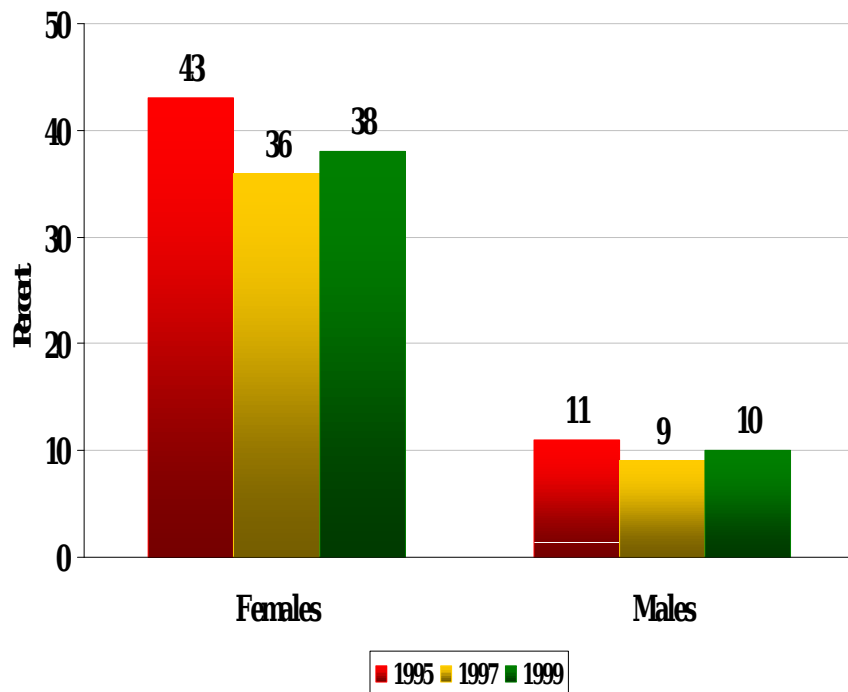


Note: # Asian/Other data not available for 1995.
Source: 1999 NEOSH Survey

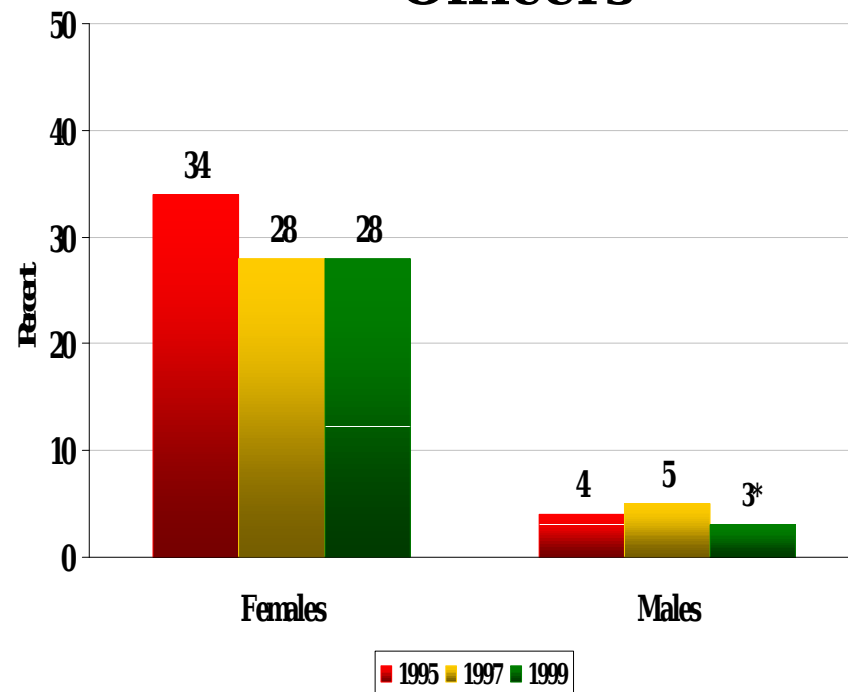
Gender Discrimination Experienced During the Past 12 Months - Officers and Enlisted by Gender

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Enlisted



Officers

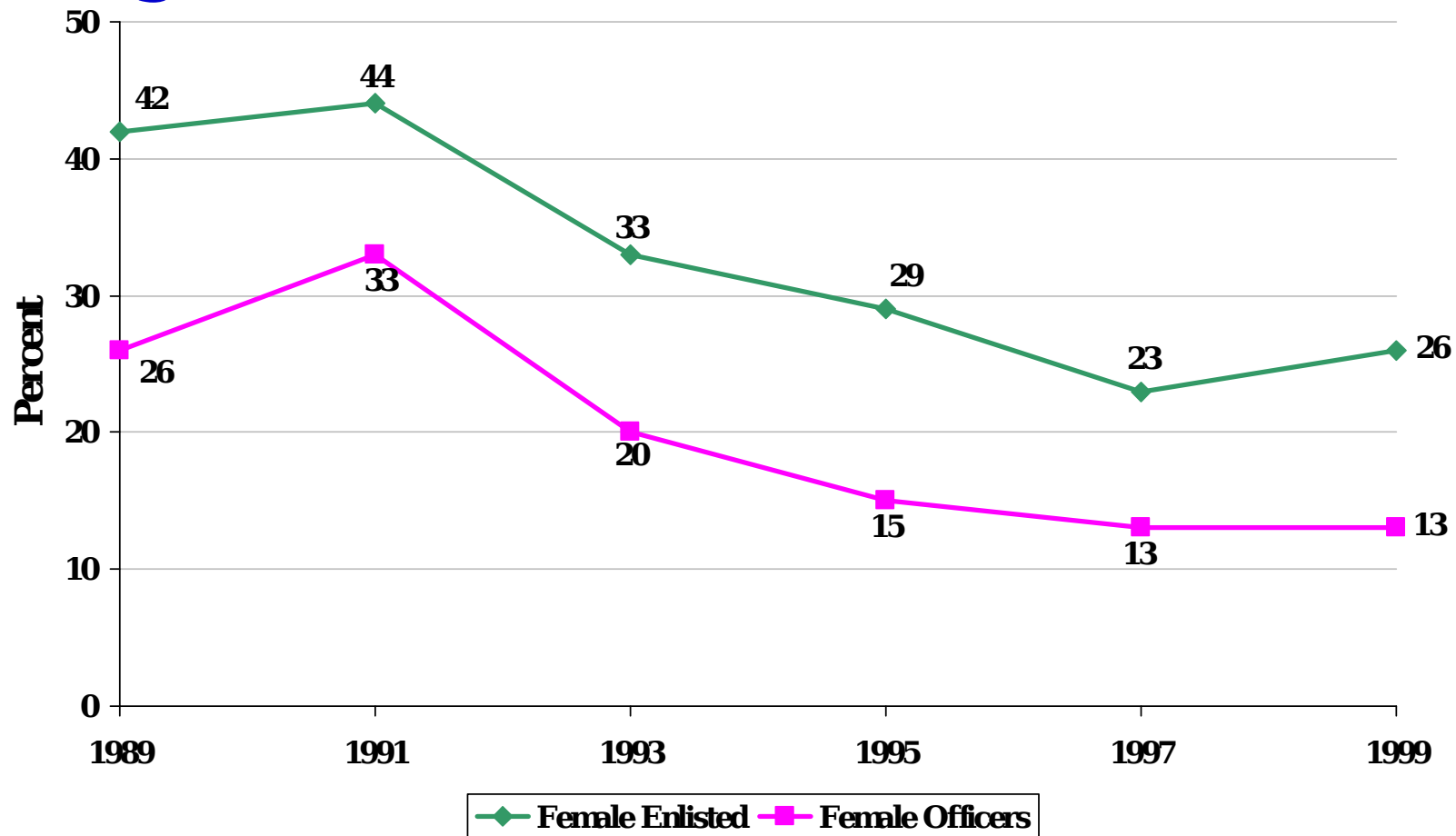


Note: * Statistically significant difference, 1997-1999 ($p < .01$).

Source: 1999 NEOSH Survey

Percentage of Females Who Said They Were Sexually Harassed During the Past Year

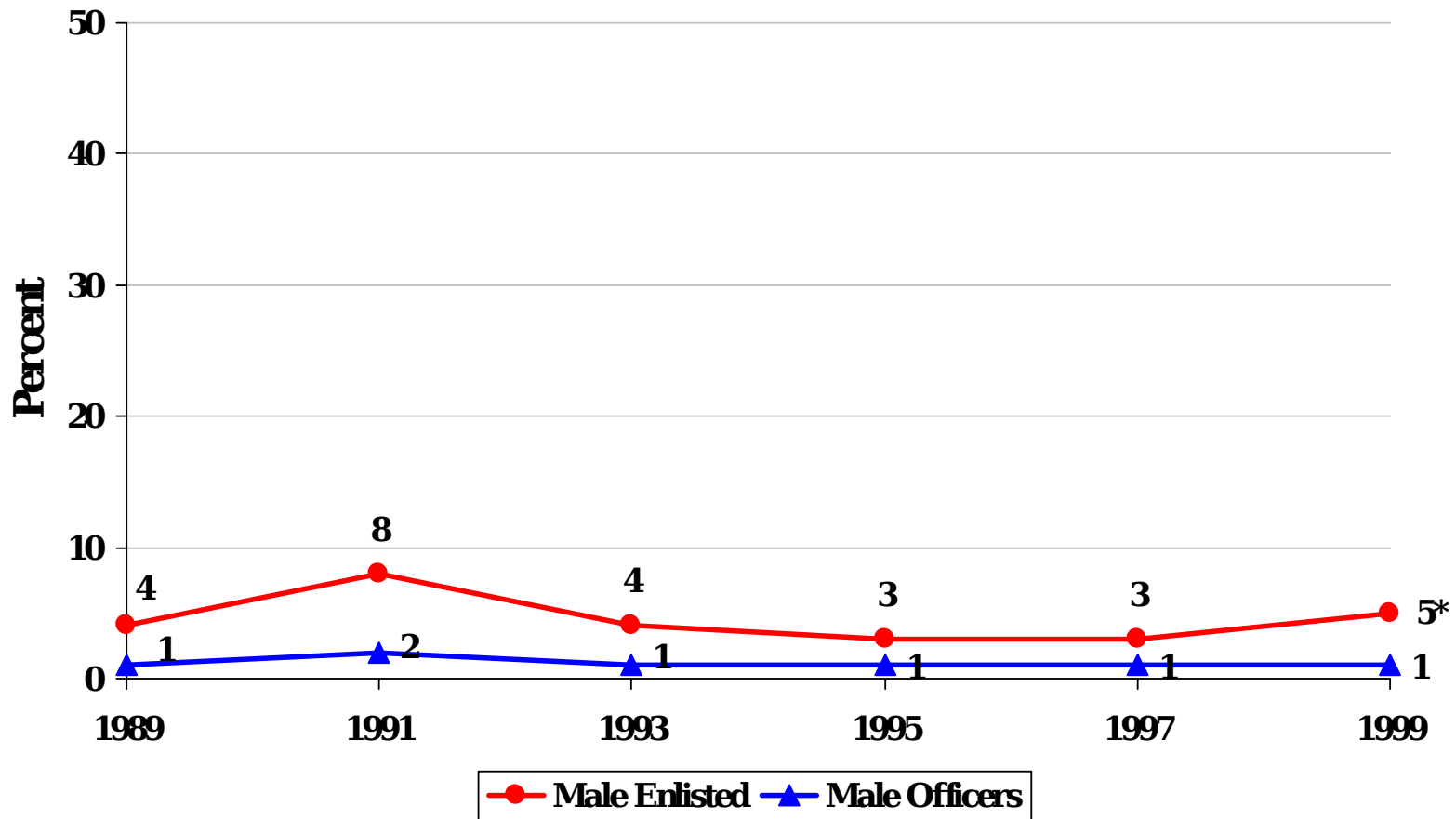
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Note: Source - 1999 NEOSH Survey

Percentage of Men Who Said They Were Sexually Harassed During the Past Year

NPRST

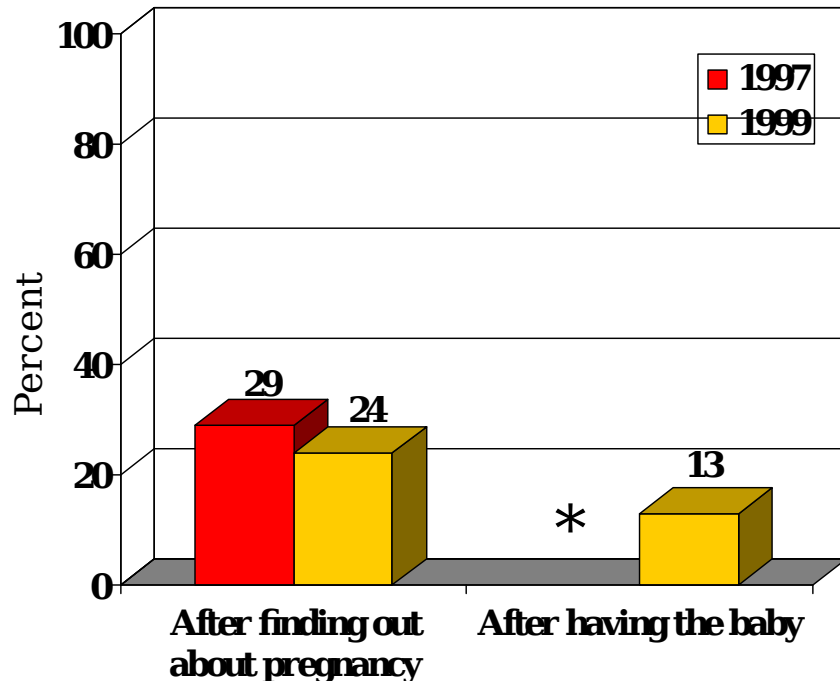


Note: * Statistically significant difference, 1997-1999 ($p < .01$).
Source: 1999 NEOSH Survey

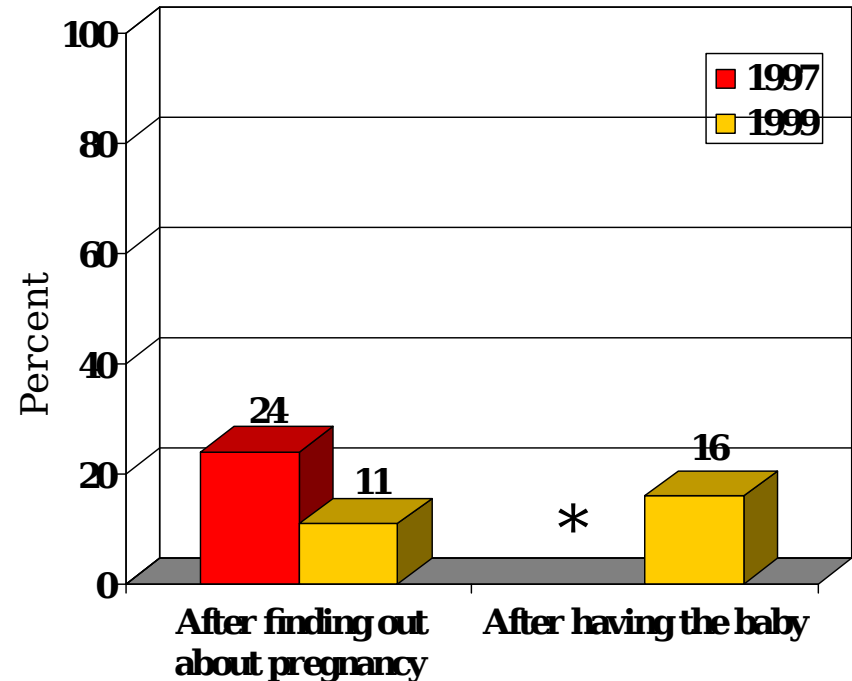
Negative Attitudes of Co-workers Toward Pregnant Women

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Enlisted



Officer



Note: Negative attitudes include being avoided/ignored and being treated with less respect.

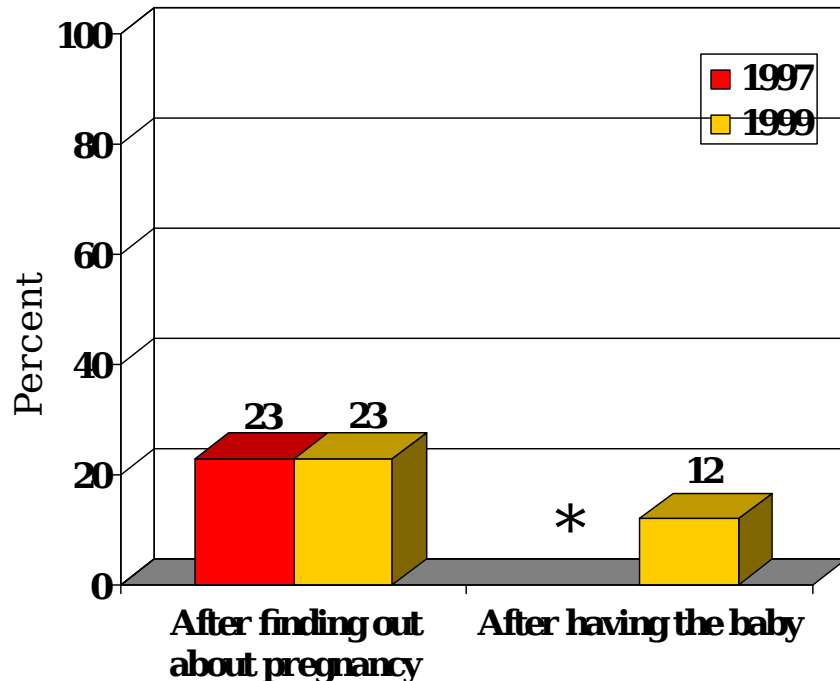
* 1997 data not available.

Source- 1999 Navy Pregnancy & Parenthood Survey

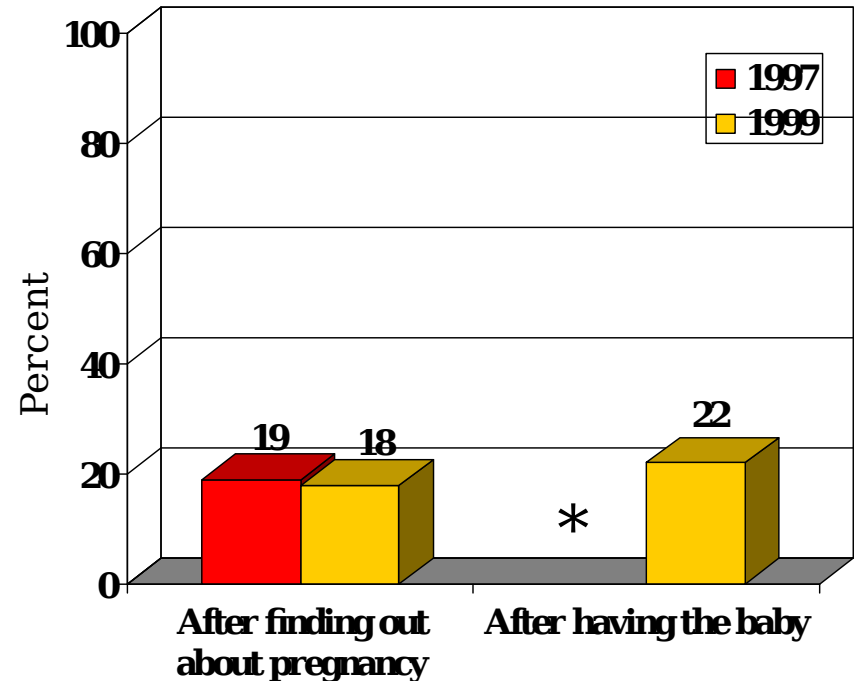
Negative Attitudes of Supervisors Toward Pregnant Women

NPRST

Enlisted



Officer



Note: Negative attitudes include being avoided/ignored and being treated with less respect.

* 1997 data not available.

Source - 1999 Navy Pregnancy & Parenthood Survey

Navy Diversity Survey Results: Summary

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- ★ **Overall, data sources find positive perceptions of Navy's EO climate**
- ▢ **Decrease in percentage of Officers who attended EO, NR&R, Fraternization, and SH training at their commands**
 - **Officers less likely to attend these trainings than Enlisted**
- ▢ **Despite decreases in overall discrimination rates, minorities experience higher rates of discrimination rates than Whites do**
 - **Milder forms of racial discrimination behaviors the most common**

Navy Diversity Survey Results: Recommendations

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- ★ **Reemphasize importance of EO/SH training for officers**
- **Broaden EO/SH training to include gender discrimination with emphasis on inappropriateness of milder forms (jokes, etc.)**
- **Expand scope of diversity surveys to include religious freedom, practice, and discrimination**
- **Assess diversity among civilian employees and include other diversity issues such as age discrimination and disability**

Navy Diversity

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Questions?

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2129**

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